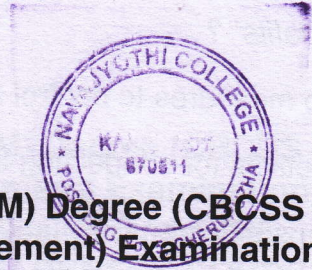




K23U 1062

Reg. No. : .....

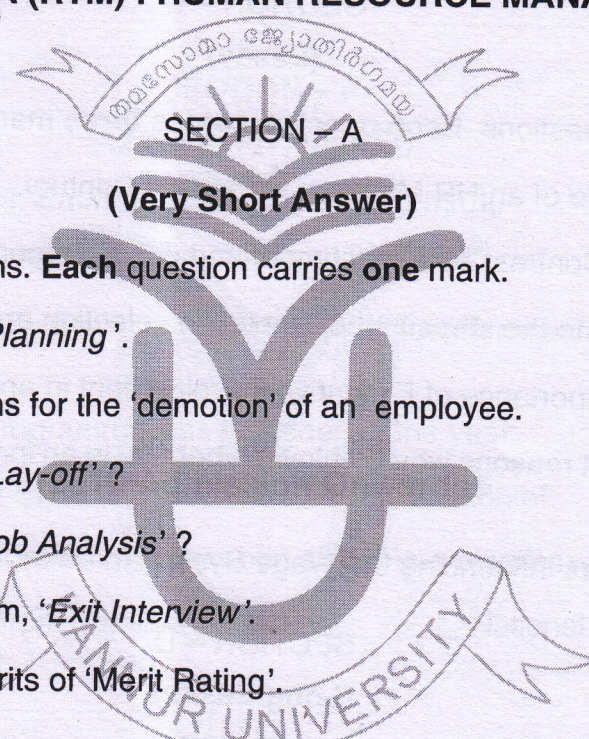
Name : .....



**IV Semester B.B.A./B.B.A. (RTM) Degree (CBCSS – OBE – Regular /  
Supplementary / Improvement) Examination, April 2023  
(2019 Admission Onwards)  
Core Course  
4B06BBA/BBA (RTM) : HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Max. Marks : 40



**SECTION – A**

**(Very Short Answer)**

Answer **all** the questions. **Each** question carries **one** mark.

1. Define 'Manpower Planning'.
2. Give any two reasons for the 'demotion' of an employee.
3. What is 'Employee Lay-off' ?
4. What is meant by 'Job Analysis' ?
5. Comment on the term, 'Exit Interview'.
6. Mention any two merits of 'Merit Rating'.

**(6×1=6)**

**SECTION – B**

**(Short Answer)**

Answer **any six** questions. **Each** question carries **two** marks.

7. Distinguish between 'Placement' and 'Induction'.
8. What is 'Compensation Management' ?
9. What does the 'Welfare aspect of HRM' specify ?

P.T.O.



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10. What are 'Fringe Benefits' ?
11. Recommend any two measures to control Absenteeism in your company.
12. Identify any two objectives for conducting Stress Interview.
13. Make any comparisons between HRM and HRD.
14. What are the two benefits of collecting suggestions from employees at the workplace ? **(6x2=12)**

**SECTION – C**

**(Essay)**

Answer **any four** questions. **Each** question carries **three** marks.

15. Examine the role of an HR Manager in the 21<sup>st</sup> Century.
16. Compare and Contrast Job Enrichment and Job Enlargement.
17. Briefly enumerate the steps in the Employee selection process.
18. Highlight the importance of Executive Development in an organisation.
19. Outline different reasons why employees behave in an indisciplined manner at the workplace.
20. Trace the factors influencing the Wage System in an organisation. **(4x3=12)**

**SECTION – D**

**(Long Essay)**

Answer **any two** questions. **Each** question carries **five** marks.

21. Define 'Recruitment'. Detail the different sources of recruiting employees in a company.
22. "HRM functions play a vital role in the whole scheme of management of an organisation". Elucidate.
23. Describe the detailed Grievance Redressal Mechanism prescribed by law in India.
24. Compare and Contrast the different methods of Training employees at the workplace. **(2x5=10)**



**K22U 1519**

Reg. No. : .....

Name : .....

**IV Semester B.B.A./B.B.A.(R.T.M.) Degree CBCSS (OBE) Regular/  
Supplementary/Improvement Examination, April 2022**

**(2019 Admission Onwards)**

**Core Course**

**4B06BBA/BBA(RTM) : HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Max. Marks : 40

**PART – A**

Answer **all** questions. **Each** question carries **1** mark.

1. Define decision making.
2. What do you mean by job description ?
3. Define job enrichment.
4. State the needs of training.
5. What do you mean by incentives ?
6. What is meant by promotion ?

**(6×1=6)**

**PART – B**

Answer **any 6** questions. **Each** question carries **2** marks.

7. State any two roles of HR manager.
8. Explain the objectives of HRM.
9. State the difference between HRM and personal management.
10. State the importance of man power planning.
11. Discuss the process of job analysis.
12. State the various benefits of training.
13. What are the reasons for demotion ?
14. What do you mean by labour turn over ?

**(6×2=12)**

**P.T.O.**

**K22U 1519**



**PART – C**

Answer **any 4** questions. **Each** question carries **3** marks.

15. Discuss the evolution of HRM.
16. State the merits of internal sources of recruitment.
17. Discuss the benefits of job evaluation.
18. Discuss the types of training.
19. State the objectives of compensation management.
20. Explain the importance of grievance redressal. **(4×3=12)**

**PART – D**

Answer **any 2** questions. **Each** question carries **5** marks.

21. Define Human Resource Planning. Explain its steps.
  22. Explain the various methods of executive development.
  23. Discuss the meaning and methods of performance appraisal.
  24. What is absenteeism ? State its causes. Also state the measures to control absenteeism. **(2×5=10)**
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K21U 1061

Reg. No. : .....

Name : .....

IV Semester B.B.A./B.B.A.(R.T.M.) Degree CBCSS (OBE) Regular  
Examination, April 2021  
(2019 Admission Only)  
Core Course  
4B 06 BBA/BBA(RTM) : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 40

PART – A

Answer **all** questions. **Each** question carries 1 mark.

1. Define HRM.
2. What do you mean by human resource planning ?
3. Define induction.
4. Define Executive Development.
5. What is performance appraisal ?
6. What is compensation management ? (6×1=6)

PART – B

Answer **any 6** questions. **Each** question carries 2 marks.

7. State the characteristics of HRM.
8. Explain the significance of HRM.
9. What do you mean by job analysis ?
10. State the contents of job specification.
11. Discuss the significance of training.
12. State the various basis for promotion.
13. What are the causes of absenteeism ?
14. State the meaning of layoff. (6×2=12)

P.T.O.



PART – C

Answer **any 4** questions. **Each** question carries **3** marks.

- 15. Discuss the steps in human resource planning.
- 16. What are the various methods of job evaluation ?
- 17. Explain the process of training.
- 18. Discuss the types of transfers.
- 19. State the importance of employee discipline.
- 20. Explain the causes of employee grievances. (4×3=12)

PART – D

Answer **any 2** questions. **Each** question carries **5** marks.

- 21. Define recruitment. Explain the sources of recruitment.
- 22. Explain the powers and responsibilities of HR Manager.
- 23. Discuss the meaning and methods of training.
- 24. What are the factors influencing wage system ? (2×5=10)



K21U 1061

Reg. No. : .....

Name : .....

IV Semester B.B.A./B.B.A.(R.T.M.) Degree CBCSS (OBE) Regular  
Examination, April 2021  
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Core Course

4B 06 BBA/BBA(RTM) : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 40

PART – A

Answer **all** questions. **Each** question carries 1 mark.

1. Define HRM.
2. What do you mean by human resource planning ?
3. Define induction.
4. Define Executive Development.
5. What is performance appraisal ?
6. What is compensation management ?

(6×1=6)

PART – B

Answer **any 6** questions. **Each** question carries 2 marks.

7. State the characteristics of HRM.
8. Explain the significance of HRM.
9. What do you mean by job analysis ?
10. State the contents of job specification.
11. Discuss the significance of training.
12. State the various basis for promotion.
13. What are the causes of absenteeism ?
14. State the meaning of layoff.

(6×2=12)

P.T.O.



PART – C

Answer **any 4** questions. **Each** question carries **3** marks.

- 15. Discuss the steps in human resource planning.
- 16. What are the various methods of job evaluation ?
- 17. Explain the process of training.
- 18. Discuss the types of transfers.
- 19. State the importance of employee discipline.
- 20. Explain the causes of employee grievances. (4×3=12)

PART – D

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